

Dear Brother or Sister,

Negotiations will begin from March 16th to April 3rd, 2020 between CWA Local 3176 and CenturyLink. In order for us to achieve our reasonable bargaining goals, it is imperative that each and every one of you gets involved.

This round of negotiations will be extremely crucial to all of us as a Union. We have numerous issues that must be addressed such as Standby, Callout, Contractors, L2S and Pension to name a few. Your support and enthusiasm will play a major role in the Bargaining Committees' ability to achieve success at the bargaining table.

CenturyLink is a profitable company (\$5.56B in 2019) thanks to your hard work. In return, all we want is a fair and equitable contract that provides improvements in wages, benefits and other conditions of employment.

The National Union's Strike Fund requires every striker to perform strike duty in order to be eligible for strike benefits. You will be advised as to your strike assignment in the near future. Picket Captains will be working on getting everyone scheduled for picket duty. If you haven't been contacted or signed up, see a job steward or call James Hancock/CenturyLink Unit Representative. If you are unable to walk a picket line because of a medical problem we can assign you other duties and need you desperately.

The CWA Members' Relief Fund provides a striker benefit of \$300.00 per week beginning with the 15th day of a strike, \$400.00 per week beginning with the 29th day of a strike. These monies are not retroactive; however, you will get one additional strike fund check seven days after the conclusion of the strike to cover the final days of lost wages.

The CWA Members' Relief Fund is extremely healthy, it currently has more than \$400 million dollars and contributions by over 400,000 members will continue during the time we are on strike, should a strike become necessary.

As a point of information, the IRS requires us to send you a 1099 Form in any year where a striker receives \$600.00 or more in strike benefits. Strike benefits are taxed similarly to the way your interest on a savings account is taxed.

In addition to the weekly striker benefit provided by the Members' Relief Fund, the Fund also ensures that necessary medical and dental care will be provided to you and your dependents in cases where the employer stops medical coverage during a strike.

In some extreme cases, the Union will pay your medical premiums rather than reimburse you for "necessary" medical/dental care.

If you or one of your dependents has some ongoing or serious medical needs, you must contact the Local's COBRA Coordinator, Jessica Kruse, as soon as possible.

Enclosed is a Striker Certification Form. Please fill this out, sign it and get it back to the Local Union office. The Local Union must have this form on file before any disbursements can be made from the Defense Fund or the Members' Relief Fund.

It is every member's responsibility to actively support the bargaining committee during this time. Remember, divided we beg united we bargain.

In Unity:
President, CWA Local 3176